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## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

The 12th November 2008

No. 11653-LL-II-FM-81/08 /LE.— In exercise of powers conferred by sub-section (I) of Section-66 of the Factories Act, 1948 (63 of 1948), the State Government do hereby permit M/s. Vedanta Aluminium Ltd., Lanjigarh, Kalahandi for extension of the working hours of women employees for restricted hours only between night 7.00 P.M. to 10.00 P.M. and morning 5.00 AM to 6.00 AM for a period of one year, subject to the following conditions:—

- (i) No women worker should be required to work for more than 9(nine) hours in any day subject to interval for rest as provided under Section 55 of the Act;
- (ii) There shall be no change in shift except after a weekly holiday or any other holiday;
- (iii) That, these exemptions shall not affect the application of any other law for the time being in force to the concerned establishment;
- (iv) That, these exemptions shall not be applicable to the employees of the concerned establishment, who are working on piece-rated basis on written contract, signed between the employer and employees;
- (v) That, the employees shall be provided with all the Welfare measures to which they are eligible;
- (vi) That, the management is permitted to engage women employees during night shift subject to following further conditions, namely:
  - (a) The women employees are willing to work during night shift;
  - (b) There shall be at least five women employees in one night shift;
  - (c) The transport facilities to such women employees from residence to work place and back shall be provided free of cost with adequate security;

- (d) The employment of women employees shall be on rotation basis;
  - (e) Adequate number of security guards shall be posted during night shift;
  - (f) Sufficient rest rooms, latrines and washing facilities with adequate water supply shall be provided separately for women employees so as to secure privacy; and
  - (g) The establishment should bear the cost of crèche facility obtained by the women employees from voluntary or other organisations.
- (viii) That the above exemptions shall remain valid for a period of one year from the date of publication of this notification in the Official Gazette.

By Order of the Governor

**GUNANIDHI JENA**

Deputy-Secretary to Government